



# BPA VACANCY ANNOUNCEMENT (# 00-403-DE)

U.S. DEPARTMENT OF ENERGY  
BONNEVILLE POWER  
ADMINISTRATION

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## POSITION AND LOCATION FISH BIOLOGIST (RESEARCH), GS-482-12/13

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**OPENING DATE**  
07/24/00

**CLOSING DATE** (*Close of Business*)  
08/21/00

**ANNUAL PAY RATE**  
GS-12 - \$51,209.00 - \$66,570.00  
GS-13 - \$60,8986.00 - \$79,192.00

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Selections at Bonneville Power Administration (BPA) are based on merit and are accomplished without regard to political, religious, or union affiliation or non-affiliation, marital status, race, color, national origin, sex, sexual orientation, age, or non-disqualifying physical disability; nor will such action be based upon any personal relationship, patronage, or nepotism.

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**WHO MAY APPLY: ALL U.S. CITIZENS**

**POSITION LOCATION: Corporate, Environment, Fish & Wildlife, Anadromous, Resident Fish & Wildlife-KEW**

### **NOTES**

The full performance level of this position is GS-13. This position may be filled at the GS-12 or GS-13 level. You must indicate on your application the grade level for which you are applying. Candidates hired at less than full-performance level may be promoted without further competition when assigned higher level duties and meeting all qualification requirements

This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

### **CAREER TRANSITION ASSISTANCE PROGRAM (CTAP)/INTERAGENCY CAREER TRANSITION ASSISTANCE PROGRAM (ICTAP):**

Displaced or surplus employees who may be entitled to consideration under CTAP/ICTAP must meet the OPM and BPA requirements for consideration. In order to receive consideration, displaced/surplus employees must apply for consideration. For additional information, please refer to [www.opm.gov](http://www.opm.gov) or to [www.bpa.gov](http://www.bpa.gov). You may also call the point of contact for this position for CTAP/ICTAP information and assistance.

**DUTIES AND RESPONSIBILITIES:** Serves as Senior Biologist for implementation of artificial and natural salmon production measures of the Council's Columbia Fish and Wildlife Program (Program), and program lead for the BPA-funded Columbia Basin fall chinook and lamprey projects. Manages, coordinates, and provides technical oversight and leadership for the BPA-funded fall chinook in-river life history research program. The fall chinook program includes research in the Snake River and tributaries, the Hanford Reach, the mainstem Columbia River and systemwide, involving many regional fish and wildlife entities. Participates in technical group meetings to provide technical guidance and to coordinate implementation of activities including scope of work, budgets and schedules. Serves as BPA's Project Manager and program lead on natural and artificial production studies of Columbia Basin lamprey species (Pacific lamprey, brook lamprey, and river lamprey). Responsibilities include coordination of all ongoing and proposed project activities with the Council, other fishery managers, funding agencies and project managers affected by this research, and development of a long term work plan and objectives. Serves as BPA's biological expert and Project Manager for the Columbia River Select Area Fishery Evaluation Program and serves as BPA's representative on related Technical Groups. Applies education and extensive background in artificial production of salmon species to the management of this project. Provides technical leadership, staff level coordination, consultation, and technical guidance to non-biologist Fish and Wildlife Project Managers (GS-12 grade level and below), on anadromous fish/lamprey life history and production research. Provides oversight to ensure that Endangered Species Act (ESA), National Environmental Policy Act (NEPA), and other regulatory requirements are met for projects including the major program areas of fall chinook research, Pacific lamprey studies and Select Area Fisheries Evaluation. This includes participation in preparation and review of ESA Section 7 consultation documents, Environmental Assessments and Impact Statements and other technical documents. Provides leadership and project management oversight for biological, engineering, construction management, environment, legal procurement, budgetary, land acquisition, and corporate communications staff in a team approach to plan, coordinate and implement assigned projects. Works with other regional players in a team approach for developing solutions to biological issues.

### **BASIC REQUIREMENTS:**

Research Positions : Applicants must show that they have a degree with major study in biology, zoology, or biological oceanography that included at least 30 semester hours in biological and aquatic sciences and 15 semester hours in the physical and mathematical sciences. This course work must have included:

- At least 15 semester hours of preparatory training in zoology beyond introductory biology or zoology in such courses as invertebrate zoology, comparative anatomy, histology, physiology, embryology, advanced vertebrate zoology, genetics, entomology, and parasitology; and
- At least 6 semester hours of training applicable to fishery biology in such subjects as fishery biology, ichthyology, limnology, oceanography, algology, planktonology, marine or fresh water ecology, invertebrate ecology, principles of fishery population dynamics, or related course work in the field of fishery biology; and
- At least 15 semester hours of training in any combination of two or more of the following: chemistry, physics, mathematics, or statistics.

In addition to meeting the basic entry qualification requirements, applicants must have specialized experience and/or directly related education in the amounts as shown:

GS-12: Ph.D. or equivalent doctoral degree; or one-year equivalent to at least the GS-11.

GS-13: One-year equivalent to at least the next lower grade level.

**QUALIFICATION REQUIREMENTS:** Applicants must have had a total of 1 year specialized experience that has equipped the applicant with the particular knowledge's, skills and abilities to perform successfully the duties of the position, and that is typically related to the work of this position. **Specialized Experience** is defined as experience working in a position which would have given the applicant extensive knowledge of fisheries and aquatic management. To be creditable, specialized experience must have been equivalent to at least one year at the next lower grade level of the position to be filled.

**NOTE:** Applicants who have qualifying experience performed on less than a full-time basis must specify the percentage and length of time spent in performance of such duties.

**BASIS OF RATING:** No written test is required. If qualified, ratings will be based on an evaluation of the quality and extent of experience, education, and training in relation to the following knowledge's, skills, and abilities. Applicants should submit narrative responses to the following KSA's. Failure to submit your narrative responses to the KSA's for this position may negatively affect your eligibility and/or rating:

- 1 **Facilitating Work.** Ability to establish and define long- and short-term organizational goals; clearly define required work results and establish parameters for accomplishments of these results, to facilitate a collaborative decision making process; to encourage problem solving by subordinates; make functional assignments based on recognized employee strengths; develop and gain support for the organization's vision.
- 2 **Effective Communication.** Ability to clearly and concisely share information with subordinate staff; to present both verbally and in writing ideas which are shared with employees at all levels; to develop an atmosphere of teamwork through shared ideas and shared goals; to negotiate resolution of controversial issues; to build relationships internally and externally, which facilitate the accomplishment of work.
- 3 **Innovation.** Ability to develop new or improved methods and hypotheses to assess, implement, monitor and adapt hatchery/production projects and issues.
- 4 **Project Management.** Ability to provide project management and leadership through the use of effective team building, coaching, and mentoring; assign accountability and responsibility as appropriate; establish standards of quantity and quality for work produced; and provide feedback on work accomplishments.
- 5 **Overall Implementation.** Ability to apply principles of Fish and Wildlife ecology habitat restoration and monitoring/evaluation to plan, implement, monitor and adaptively change Fish & Wildlife policy and mitigation practices.
- 6 Knowledge of Northwest Power Planning Council's (Council) Fish and Wildlife Program, Salmon Recovery Plan and Tribal Salmon Recovery Plan and how they apply to research related mitigation measures.

**CONDITIONS OF EMPLOYMENT:**

If selected, you will be required to complete a Declaration for Federal Employment (OF 306) to determine your suitability for Federal employment and to authorize a background investigation. You will be asked to sign and certify the accuracy of all information in your application. If you make any false statement in any part of your application, you may not be hired; or you may be fined, jailed, or fired after you begin work.

If you are a male over age 18 who was born after December 31, 1959, you must have registered with the Selective Service System (or have an exemption) to be eligible for a Federal job. Please certify Selective Service status by completing BPA Form 1871, Applicant's Statement of Selective Service Registration Status.

**APPLICATION INFORMATION:**

There is no specific required application form. There is specific information that you are required to submit. For further information on completing your application, please refer to the statement below "Required Information on Resumes."

- Applicants may, at their choice, submit a resume, the Optional Application for Federal Employment (OF 612), a copy of the obsolete Application for Federal Employment (SF 171), or any other written application format.
- All applications must contain sufficient information to determine eligibility for the position.
- **Applicants will not be contacted for missing information. Material received after the closing date will not be accepted.**

#### **HOW TO APPLY:**

Submit your application with supplemental information. It must be received with the application. Your application package should include the following:

1. Your resume, or other application, that fully describes your education and experience.
2. Narrative responses to Knowledge, Skills, and Abilities.
3. College transcripts.

#### **REQUIRED INFORMATION ON RESUMES :**

1. Announcement number, title, and grade of the position for which you are applying.
2. Your full name, mailing address and day and evening telephone number.
3. Your Social Security Number.
4. Country of citizenship.
5. Veteran's preference claimed (DD-214, Member 4)
6. High school attended which includes name of high school, location (city/state), and date of diploma or GED.
7. Work experience (Paid and non-paid experience related to the job for which you are applying. Include job title, duties and accomplishments, employer's name and address, supervisor's name and phone number, starting and ending dates, hours worked per week, salary).
8. Indicate if we may contact your current supervisor.
9. A list of other job related training, skills (for example, languages, tools, machinery, typing speed, etc.), certificates and licenses, honor societies, awards, professional membership, publications, leadership activities, performance awards, etc.

**FORMS AVAILABILITY:** All application materials may be obtained from all Bonneville Power Administration Human Resources offices (5411 NE Highway 99, Plant Services Building, Vancouver, WA, or 905 NE 11<sup>th</sup> Avenue, Portland, OR), or by calling 360-418-2090 or 503-230-3055. You may also download a copy of this announcement, including all forms from our website at [www.bpa.gov](http://www.bpa.gov)

If you have questions, you may call the Staffing Center, 360-418-2090 or 503-230-3055.

*Do not submit letters of recommendation, copies of awards, training certifications, copies of position descriptions, or published works unless specifically requested above. Applicants should retain a copy of their application as BPA does not return applications or provide copies.*

#### **WHERE TO APPLY:**

Bonneville Power Administration, ATTN: Personnel Services – CHM-1, PO BOX 3621, Portland, OR 97208-3621.

#### **RECEIPT OF APPLICATION:**

Your complete application must be received by the closing date (close of business). You may also submit your application by fax or email.

Applicants will be notified of receipt of their application package.

#### **FAX APPLICATIONS:**

Faxed applications should be sent to **360-418-2063**. Applicants are responsible for ensuring that application materials transmit successfully.

#### **EMAIL APPLICATIONS:**

Applications should be sent as email attachments to **bpaapplicants@bpa.gov**. The Announcement Number must be included in the subject line of the email. Required forms may be sent as email attachments, may be faxed, or sent as hard copy. Application materials provided by different means must be cross-referenced so they may be combined at BPA. Applicants who apply by email will receive an email confirmation. Applicants are responsible for ensuring that application materials are formatted in a manner that will transmit successfully.

**THE BONNEVILLE POWER ADMINISTRATION IS A HARASSMENT FREE WORKPLACE.**

<a href="http://www.va.gov">www.va.gov</a>	<a href="http://www.bpa.gov">www.bpa.gov</a>	<a href="http://www.usajobs.opm.gov">www.usajobs.opm.gov</a>	<a href="http://www.opm.gov/qualifications/index.htm">http://www.opm.gov/qualifications/index.htm</a>
Veterans	Bonneville Power	Office of Personnel	<a href="http://www.opm.gov/qualifications/index.htm">Office of Personnel Management</a>
Administration	Administration	Management Jobs	

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**APPLICANT DISABILITY, RACE/NATIONAL ORIGIN AND SEX IDENTIFICATION***(Please read the Instructions and Privacy Act Statement before completing this form)***OMB Burden Disclosure Statement**

Public reporting burden for this collection of information is estimated to average 10 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Office of Information Resources Management Policy, Plans, and Oversight, Records Management Division, HR-422-GTN, Paperwork Reduction Project (1910-0600), U.S. Department of Energy, 1000 Independence Avenue, SW, Washington, DC 20585; and to the Office of Management and Budget (OMB), Paperwork Reduction Project (1910-0600), Washington, DC 20503.

**PRIVACY ACT STATEMENT**

This data is being collected to plan and evaluate the agency's recruitment of persons with disabilities, minorities and women, and to help ensure that agency personnel practices meet the requirements of Federal law and regulation. The data you supply will be used for statistical analysis only. **SUBMISSION OF THIS INFORMATION IS VOLUNTARY.** Failure to provide this information will have no effect on the processing of your application for Federal employment. Individual personnel selections are not made based on this information.

Authority: Sections 1302, 3301, 3302, 3304 and 7201 of Title 5n of the U.S. Code; Section 2000e of Title 42 U.S. Code; and Section 791 of Title 29 of the U.S. Code.

Solicitation of your Social Security Number (SSN) is authorized by Executive Order 9397 (November 22, 1943), which requires agencies to use the SSN as the means for identifying individuals in Personnel information systems. It will be used only for that purpose. Submission of your SSN is voluntary and failure to furnish your SSN on this form will have no effect on your application.

Vacancy Announcement Number	Position Title, Series, Grade
Name (Last, First, Middle Initial)	Social Security Number
Sex <input type="checkbox"/> MALE <input type="checkbox"/> FEMALE	

**SECTION A. DISABILITY STATUS** ☐ ☐

A person is disabled if he or she has a physical or mental impairment, which substantially limits one or more major life activities. Please read the disability descriptions below and then write the two-digit numeric code in the box above which best describes your disability, if any. If you have more than one disability, choose the one which results in the most substantial limitation.

NOTE: Please place only ONE two-digit code number in the box.

05. I do not have a disability
16. Total deafness in both ears, with or without understandable speech.
23. Inability to read ordinary size print, not correctable by glasses (can read oversize print or use assisting device)
25. Blind in both eyes (no usable vision, may have some light perception).
28. Missing one arm or one leg.
33. Missing hands or both arms or both feet or both legs.
35. Missing one hand or arm and one foot or leg.
64. Partial paralysis of both hands. Partial paralysis of both legs, any part, or both arms, any part.
65. Partial paralysis of both legs, any part, or both arms, any part.
67. Partial paralysis of one side of the body, including one arm and one leg.

**APPLICANT DISABILITY, RACE/NATIONAL ORIGIN AND SEX IDENTIFICATION**

68. Partial paralysis of three or more major parts of the body (arms and legs)
71. Complete paralysis of both hands or both arms or both legs.
72. Complete paralysis of one arm or one leg.
76. Complete paralysis of lower half of body, including legs.
77. Complete paralysis of one side of body, including one arm and one leg.
78. Complete paralysis of three or more major parts (of body) (arms and legs).
82. Convulsive disorder (e.g. epilepsy).
90. Mental retardation (a chronic and lifelong condition involving a limited ability to learn, to be educated, and to be trained for useful productive employment as certified by a state vocational rehabilitation agency).
91. Mental or emotional illness (a history of treatment for mental or emotional problems).
92. Severe distortion of limbs and/or spine (e.g. dwarfism, severe distortion of the back).
06. I have a disability, but it is not listed above. Describe:

**SECTION B. RACE/NATIONAL ORIGIN**

The categories below provide descriptions of race and national origins. Read the descriptions and then check the box next to the category with which you identify yourself. If you are a mixed race and/or national origin, select the category with which you identify yourself. NOTE: Please mark only ONE box.

- |                                      |                          |   |
|--------------------------------------|--------------------------|---|
| A. American Indian or Alaskan Native | <input type="checkbox"/> | A person having origins in any of the original peoples of North America, and who maintains cultural identification through community recognition or tribal affiliation.   |
| B. Asian or Pacific Islander         | <input type="checkbox"/> | A person having origins in any of the original peoples of the Far East, Southeast Asia, the India subcontinent, or the Pacific Islands. For example: China, India, Japan, Korea, the Philippine Islands, Samoa and Vietnam. |
| C. Black, not of Hispanic origin     | <input type="checkbox"/> | A person having origins in any of the black racial groups of Africa. This does not include persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins.                        |
| D. Hispanic                          | <input type="checkbox"/> | A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins. This does not include persons of Portuguese culture or origin.   |
| E. White, not of Hispanic origin     | <input type="checkbox"/> | A person having origins in any of the original peoples of Europe, North Africa or the Middle East. This does not include persons of Mexican, Puerto Rican, Cuban, Central or South American cultures or origins.            |
| F. Other                             | <input type="checkbox"/> | A person not included in the above categories.  |

In order for us to assess the effectiveness of our Recruitment efforts please identify how you learned about this job by marking the appropriate box and providing the name of the source:

- |  |                                       |  |  |
|--|---------------------------------------|--|--|
| <input type="checkbox"/> Internet web-site | <input type="checkbox"/> Newspaper Ad | <input type="checkbox"/> Trade Journal | <input type="checkbox"/> Other (Please indicate) |
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